

W965-FM, WHGB-AM, WNNK-FM, WQXA-FM, WWKL-FM, WZCY-FM
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-29	29
Sales Representative	1-29	25
Sales Representative	1-29	29

**W965-FM, WHGB-AM, WNNK-FM, WQXA-FM, WWKL-FM, WZCY-FM
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	717Helpwanted.com https://regionalhelpwanted.com/harrisburg-york-lancaster/harrisburg-pa-jobs/	N	1
2	Arcadia University https://app.joinhandshake.com/	N	0
3	Central Penn College Business School https://employers.optimalresume.com/employer/login.php	N	0
4	Clear Company https://app.clearcompany.com/rd/recruiting/reqlist	N	0
5	Cumulus Business Managers BM@cumulus.com	N	0
6	Cumulus Media Website http://www.cumulusradio.com/	N	8
7	Dickinson College Career Center https://app.joinhandshake.com/	N	0
8	Elizabethtown College https://app.joinhandshake.com/	N	0
9	Gettysburg College http://gettysburg-csm.symplicty.com/employers/	N	0
10	Glass Door https://www.glassdoor.com	N	0
11	Harrisburg Area Community College https://www.collegecentral.com/hacc/	N	0
12	Indeed Website https://www.indeed.com/	N	0
13	Internal Posting (SEU Bulletin Board)	N	0
14	Lebanon Valley College https://app.joinhandshake.com/	N	0
15	Linkedin https://www.linkedin.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Linkup https://www.linkup.com	N	0
17	Messiah College https://app.joinhandshake.com/	N	0
18	On-Air Announcements (<i>all SEU stations</i>)	N	0
19	Patriot Newspaper	N	0
20	Penn State University http://psu-csm.symplicity.com/employers	N	0
21	Seton Hill University https://app.joinhandshake.com/	N	0
22	SEU Job Fairs (<i>see Section III</i>)	N	1
23	Shippensburg University https://shippensburg-csm.symplicity.com/employers/index.php	N	0
24	Simply Hired https://www.simplyhired.com	N	0
25	Station Website Postings (<i>all SEU stations</i>)	N	1
26	University of Scranton https://app.joinhandshake.com/	N	0
27	University of Delaware https://app.joinhandshake.com/	N	0
28	Villanova University https://app.joinhandshake.com/	N	0
29	Word-of-Mouth Referral	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

**W965-FM, WHGB-AM, WNNK-FM, WQXA-FM, WWKL-FM,
WZCY-FM
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Between April, 2017 and March, 2018, our SEU hosted three (3) student interns, one (1) from Susquehanna Township High School, one (1) from Pennsylvania State University, and one (1) from Central Dauphin High School. The interns were supervised by our Promotions Director and learned about many aspects of broadcasting, including promotions, marketing, and advertising by working closely with SEU personnel in each department. The students were also able to seek career advice from station personnel.
2	Host Job Fair	On June 13, 2017, our SEU hosted a job fair at the Capital City Mall in Camp Hill, PA, that included 33 potential employers and was attended by approximately 350 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host Job Fair	On September 19, 2017, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 60 potential employers and was attended by approximately 750 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.
4	Host Job Fair	On March 13, 2018, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 40 potential employers and was attended by approximately 300 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.
5	Participate in Career Fair	On April 25, 2017, our SEU attended a Career Fair at Cumberland Valley High School in Mechanicsburg, PA, that was attended by hundreds of students. Our Promotions Director secured the exhibit space, and spoke to interested attendees about careers opportunities in broadcasting, job openings and internships.
6	Participate in Career Fair	On May 3, 2017, our SEU attended a Career Fair at Susquehanna Township in Harrisburg, PA, that was attended by hundreds of students. Our Promotions Director secured the exhibit space, and spoke to interested attendees about careers opportunities in broadcasting, job openings and internships.